

Faculty Senate Minutes
Tuesday, 4/4/23
3-5 p.m.
Zoom

PRESENT: Ball, Bethman, Bhat, Brown, Grimes, Grieco, Hiatt, Hunt, Jackson, Kador, Keeton, Lynch, Mardikes, Olsen, Peterman, Riggers-Piehl, Shiu, Smith, Turla, Weber, Wellemeyer, Wooten, Zhu, Zhuo

ABSENT: Chatterjee, Dallas, Fields

EXCUSED: Ferguson, Ganesh, Torres

GUESTS: DeSimone, Frasher, Hall, Hankins, Likens, Lundgren, Myer, Newby, Ortiz

1. Opening Business:
 - a. Call to Order & Approval of March 7, 2023 minutes: Mardikes
 - i. Motion passes.
 - b. Approval of Agenda: Mardikes
 - i. Motion passes.
 - c. Campus-wide election results: Mardikes
 - i. 170 faculty members voted.
 - ii. The Bylaws amendment results were 139 yes, 10 no..
 - iii. With 127 votes in favor, Theresa Torres was elected Chair-Elect
 - iv. With 50 votes, Lee Likins was elected as the At-Large NTT representative.
 - v. Alison Desimone was elected to IFC.
 - vi. Peter Koulen was elected to the University Faculty Committee on Tenure
 - vii. Kimberly Bray was elected as an alternate to the University Faculty Committee on Tenure.

2. Carnegie R1/R2 classification: Provost Lundgren
 - a. Lundgren introduced Megan Frasher, the Provost's Director of Academic Affairs: Strategic Initiatives.
 - b. Lundgren provided information about a possible UMKC move to R1 status in response to faculty questions and concerns. She stated that "We're in the assessment phase and not in the implementation phase. (See Provost's PowerPoint file, which is a presentation originally delivered to Chairs and Deans.
 - i. UMKC, as far as the administration can tell, is fairly close to R1 status at present.
 - ii. Particular issues need to be addressed in order to determine revisions to the data that needs to be reported.
 1. Issues of CIP codes and IPhD program: IPhD data does not currently reflect how many STEM doctorates have been awarded.
 - a. The goal is "to transition our current curriculum, assistantship funding, and faculty resources into programs (CIP codes) that will count for Carnegie."

2. Possibility of “recoding” faculty salaries to be included in reported data.
- iii. Future plans
 1. To grow existing graduate PhD program offerings.
 2. Propose new programs over a longer period of time.
 3. Standalone PhD programs will be developed and proposed to the Board of Curators. These proposals will primarily be from STEM fields.
- c. Questions and comments from Kador, Brown, Lynch, Bhat and Shiu clarified the following:
 - i. The Provost will look at other Humanities and Social Science disciplines with high IPhD participation for development.
 - ii. Economics is a leading contender for standalone PhD program status, due to the number of faculty and GTA lines.
 - iii. Programs that the Board of Curators may deem “controversial” will not be proposed.
 - iv. Deans and faculty will still determine the number of GTA lines available to programs.
 - v. One or two schools will have their salary compression issues addressed next year. The decision will take place in July.
 1. The current thinking is that Dentistry and SSE, especially those departments/programs which became part of SSE during reorganization, will be the selections.
 2. The overall process “is not going to be a quick thing” but will be accomplished over years,
3. Discussion: new UM System DEI statement: S. Jackson
 - a. Senate bill 410 (the “Do No Harm” bill) may “fall apart in committee.”
 - b. House Bill 1196, sponsored by Rep. Ritchie from Excelsior Springs, has traction and “isn’t going away.”
 - c. President Choi’s revisions of the DEI policies represent an effort to clarify the use of DEI statements and to make it a more consistent tool when hiring staff and faculty.
 - d. F.I.R.E.’s 2022 report on college free speech contains aggregate data which may be useful.
 - i. Liberals and conservatives have vastly different views on diversity statements.
 - ii. Faculty are split evenly on whether DEI statements are justifiable tools to use during hiring.
 - iii. There are no determinations on a correlation between use of DEI statements and retention of faculty of color.
 - iv. Exit interviews reflect no pattern to why faculty of color are leaving UM System schools.
 - e. Questions and comments from Shiu, Wellemeyer and Riggers-Piehl clarified the following:

- i. More information on House Bill 1196 can be found at <https://www.house.mo.gov/Bill.aspx?bill=HB1196>
 - ii. MU decided to remove the rubric because it was never uniformly used.
Two concerns:
 - 1. This decision represents a move away from substantive engagement with these issues in the hiring process.
 - 2. This may give the impression that UM System schools are disengaging from an overall commitment to DEI initiatives.
 - iii. The most recent UMKC Climate Survey results (2017) can be found at: <https://info.umkc.edu/climate/#:~:text=Overall%2C%20the%20results%20indicate%20that,to%20diligently%20addressing%20these%20issues.>
4. Adjournment
- a. Motion passes.